



Purpose & Summary

This report serves to give an update of progress on the initiatives supporting the Department of Corrections (DOC) strategic plan. We will continue to conduct periodic reviews to make sure the projects are progressing as anticipated, and our resources are being used effectively. The information provided in this report is based on tracking the progress of each initiative against their project milestones. We have included charts and tables to highlight the progress and distribution of the initiatives.

As of July 31, 2021:

- This is the first report of FY2022. It will highlight the progress of the 28 initiatives on the FY2022 placemat.
- There are 28 initiatives for focus this fiscal year. Eleven are in the implementation phase, and the remaining 17 are in the recommendation phase.
- Approximately 90% of the initiatives are in progress.
- For more on the status of the FY2022 initiatives, see the initiative highlights below.

Statistics & Analysis

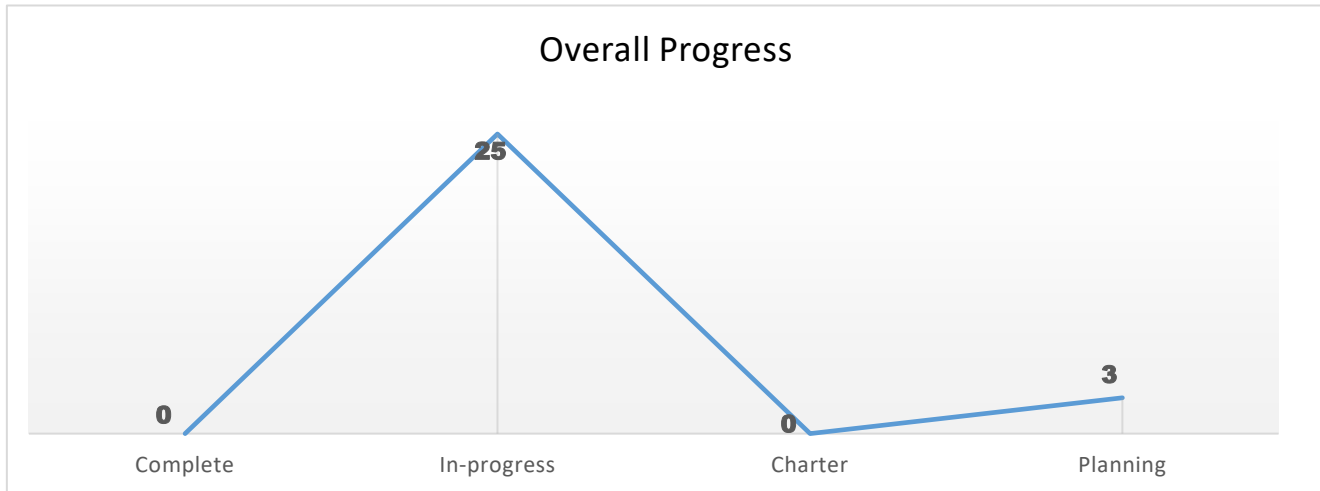
The 28 initiatives for focus in FY2022 are divided among the placemat themes as follows: Nine (9) under safer work environment, 13 under improving workforce, and six (6) are under reducing risk and recidivism. The table below shows how they are progressing by theme. The majority of the initiatives are in progress for initiatives under the safer work environment and improving workforce themes, and all of those under the risk and recidivism theme.

Table 1: FY22 Progress of Strategic Plan Projects by Theme

	Initiative Status			
Placemat Themes	Complete	In-progress	Charter	Planning
Safer Work Environment (9)	0%	78%	0%	22%
Improving Workforce (13)	0%	92%	0%	8%
Reducing Risk & Recidivism (6)	0%	100%	0%	0%



Figure 1: Progress of Strategic Plan Initiatives by Status



The 28 division led projects are currently in the following statuses: 25 are in-progress (89%) and three (3) are in planning (11%)

Table 2: Project Status by Division Responsibility

Progress and Assignment By Division						
Status	Overall	OOD	P&P	DORS	DAI	DHS
Complete (Recommendations)	0	0	0	0	0	0
In-Progress	25	3	1	4	4	13
Charter	0	0	0	0	0	0
Planning	3	0	0	0	1	2
Total Initiatives	28	3	1	4	5	15

Of the 28 initiatives, three (3) have been assigned to the Office of the Director (OOD) and one (1) to Probation and Parole (P&P). The Division of Offender Rehabilitation Services (DORS) has been assigned four (4), five (5) to the Division of Adult Institutions (DAI) and 15 to the Division of Human Services (DHS).



FY2022 Initiative Highlights as of July 31, 2021

11.101 - Staffing Pattern & Shift Analysis

Moved to implementation

- They have completed the analysis on this initiative and are planning for implementation.

11.113 - Develop MOCIS Enhancement Prioritization

Not started

- This initiative is in development.

11.208 - Improved External Classification System

On track

- Decision Support is working on additional data requests and presentation to identified Administration.

11.209 - Improved Internal Classification System

Not started

- This initiative is in development.

11.212 - Transition to Electronic Files to Support Remote Work

On track

- The final report is complete and will be presented to Executive Team for review.

11.215 - Perimeter Detection Fence

On track

- The fencing is complete at these six (6) facilities: ERDCC, SECC, SCCC, FRDC, JCCC and PCC.
- The materials have been ordered for WMCC and MECC fencing upgrade.

12.101 - MOCIS Phase 1

Off track - with plan to rectify

- MOCIS Solution Vendor (IRG) has reported that 83% of their tasks are complete. Their projected end date is December 31, 2021. Per IRG, the timeline is based upon the contract deliverables, which does not include data conversions responsibilities.
- Less than 50% of project budget has been expended.
- The implementation teams continue to work with ITSD and IRG on the development of business use and test cases for the various modules.



- IRG and the State have different understanding of the warranty requirements. This is under review by ITSD and DOC.

12.104 - Automated Time Keeping System for DAI

Off track – with plan to rectify

- Two issues were discovered with holiday processing during one of the testing.
- The vendor was able to fix one of the issues on July 22, 2021, and working on fixing the other.
- The team is working on importing data from SAMII in order to enter the last two (2) weeks of June leave slips. This will help to ensure all the configurations are correct before the pilot starts and allow the team to test importing a payroll sheet from TCP to SAMII.

12.307 - Develop System for Virtual Training – LMS

In Implementation

- Request for Purchase responses have been received.
- Reviews are being completed for compliance to the RFP and any identified need for presentation.

21.202 - Develop On-Boarding for Supervisory Positions

Off track – with plan to rectify

- Their next meeting is scheduled for August 16, 2021. They will work on the project deliverables and timeline.

21.206 - Implement On-Boarding for Frontline Staff (Phase II)

In Implementation

- This is on hold due to DOC transitioning back into Applicant Pro from HireTrue. They will utilize the original plan created for frontline staff using Applicant Pro and make revisions based on the new processes and forms personnel created.

21.207 – Transformation Training Academy

In Implementation

- The recommendation phase is complete. The Executive Team approved the final report. This is in implementation.

21.208 – The Corrections Way for Frontline Staff

- As of July 31, 2021, they have trained 1,788 frontline line staff.
- They have confirmed training dates into the fall for: SCCC, WERDCC, FCC,CCC, MECC, OCC
- Central Office will have a make-up session on August 26, 2021.



21.210- Expand COI and Cook Recruitment Efforts

On-track

- Approximately 530 COI applications were received in July.
- Completed employment reference checks from COI interviews conducted at MECC.
- The Eastern Region hired 21 from a total of 43 interviewed.
- Recruiters plan to attend several upcoming job fairs in August.

21.211 - Financial Training for Staff with Purchasing Authority

Not started

- This initiative is in development.

21.212 - Crossroads Training Academy

In Implementation

- This initiative is in development.

21.213 - Succession Development Strategy

Off track – with plan to rectify

- This initiative is in development.

21.405 – Promote and Enrich Employee Wellness Program

- They are working on a survey they plan to launch in early September.
- The survey is to gauge:
 - How staff are utilizing the services created by the program to date;
 - What services staff would like to add or remove for more impact; and
 - How to increase staff awareness to the resources that are available.

21.406 - Trauma Support for Staff

On track

- They have formed a planning committee and secured funding to implement a Post Critical Incident Seminar in spring 2022.
- They are working on a needs survey to verify what resources staff would like to access to both internally and from outside professionals.

22.105 - Redevelop the Intranet

Off track - with plan to rectify

- The team continues meetings to finalize the information for inclusion on the intranet.



22.107 - Develop Equity, Diversity & Inclusion (EDI) Policy

Off track - with plan to rectify

- With the assistance of St. Louis University, this team has completed nine (9) focus groups with an average of five (5) participants in each. Ten percent (10%) of the participant were custody employees.
- They are analyzing the data captured from the focus groups.

22.303 - Trauma Informed Culture

On track

- This team has finalized the recommendations and is working on the final report.

31.113- Ashland University Expansion

Off track – with plan to rectify

- Ashland did not receive confirmation from the Department of Education regarding funding to start expansion for the fall 2021 semester. Therefore, expansion activities planned for the fall 2021 semester will be delayed.
- Ashland is still expecting a favorable response regarding their funding request from the DOE, which should allow expansion efforts for the spring 2022 semester.

31.114- Programming to Conform to Evidence Based Practice

In Implementation

- The implementation team is in development.

31.115- Mental Health and Substance Use Treatment Standards

In implementation

- The recommendations presented by this team were approved. The implementation team is in development.

31.203 - KCRC Transformation

In implementation

- They have identified furniture needs for the center.
- They are in the process of drafting the content for the newsletter to promote community awareness.
- Carpet tile selection has been made.

31.209 - Program Model for Court Referred Short-Term Offenders.

Off track – with plan to rectify

- This team is working on final report.
- They will meet again in early September to finalize the recommendations



31.305 - Quality Control, Quality Assurance, Support for Correctional Programming

Off track – with plan to rectify

- They have completed their milestone tasks assignment and set timeframes.
- Team is working on a policy for programming fidelity.
- Next meeting scheduled August 26

Strategic Initiative Dashboard

FY2022 Initiatives

R = Recommendation Phase

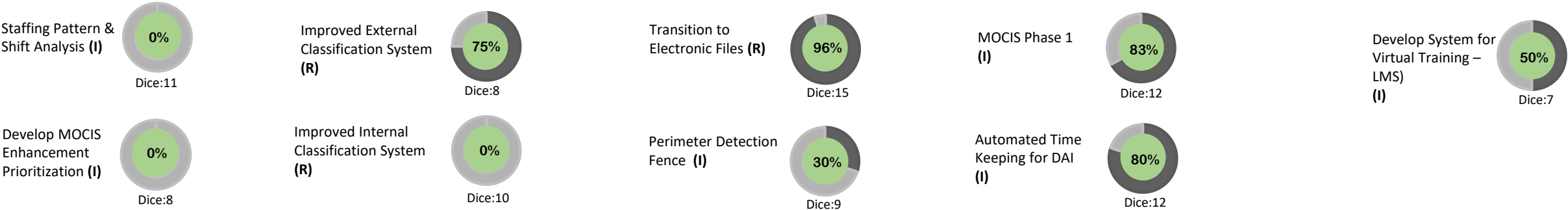
I = Implementation Phase

Values in circles indicate % of milestone complete

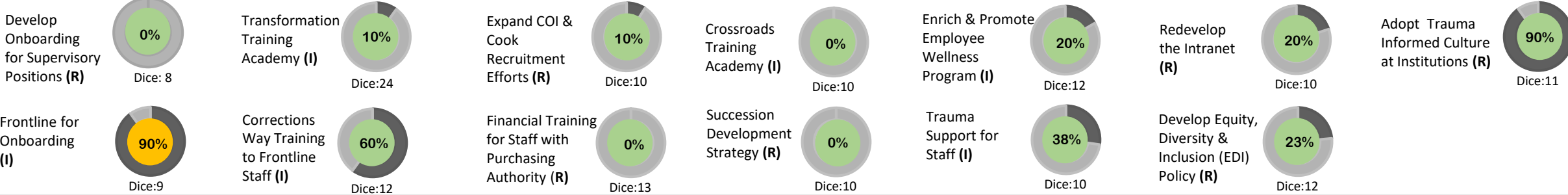
On-Track
Off Track with plan
Off Track – with no plan



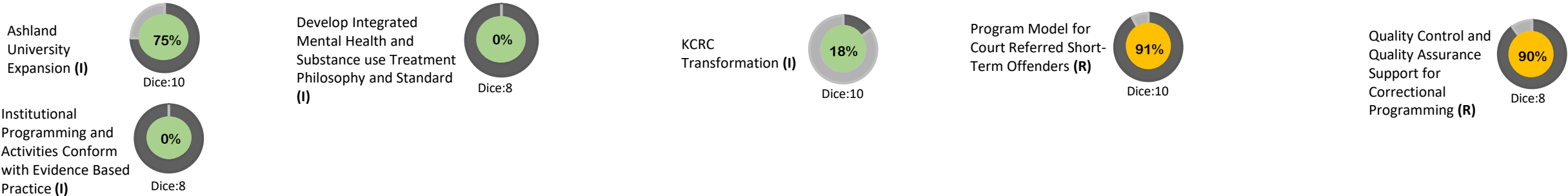
Safer Work Environment



Improving Workforce



Reducing Risk & Recidivism



Dice scores last calculated June 2021 **Scores are defined as follows: - 7 to 13 win zone (Highly likely to succeed) - 14 to 17 worry zone (Risky, needs immediate attention to weaken risk) - 18+ woe zone (highly likely to fail, need decisive action to salvage)